

The Effect of Work Culture on the Performance of Civil Affairs in the Office of Cooperatives and UMKM in Kerinci Regency"

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Abstract - The title of this study is the influence of work culture on the performance of civil servants in the cooperative and MSME district offices in Kerinci, this study aims to look at the influence of performance culture on performance. This study uses quantitative methods, because researchers want measurements between variables X and Y. The sample in this study was 38 people. The sampling technique used is saturated sampling of research instruments in the form of questionnaires. The analysis technique uses the simple linear correlation hypothesis test, so T is obtained $12.409 > T$ table 1.688, and the magnitude of the influence of work culture on the performance of civil servants is 81.1%. Conclusion H_a was accepted and H_o was rejected. In other words there was an influence between work culture on the performance of civil servants in the cooperative and MSME Kerinci district offices.

Keywords - Work Culture And Performance.

I. INTRODUCTION

Entering the era of globalization, the absolute need for resilient human resources cannot be denied in the face of this new century, organizations or companies will meet an increasingly complex form of competition with variety, so organizations need strong people who are able to adapt quickly for every change that occurs, which is able to work in new ways through its skills and tasks.

The development progress of the National Development in various fields of life has brought the implications of community progress both in attitudes and behavior as well as in the way and insight of thinking, and also implications for the growing needs and demands of community and government services, where one of the elements of government implementation is a public servant in their position in accordance with applicable laws and regulations that have been established as State Servants and Community Servants.

Office is a place where administrative activities are held where there is a dependency of systems between people, technology, and procedures for handling data and information from receiving, collecting, processing, storing, to channeling it.

Human resource management is a science or how to manage the relationships and roles of resources (labor) owned by individuals efficiently and effectively and can be used optimally so that the goals (*goals*) with the company, employees and the community are maximized. Human Resource Management is based on the concept that every employee is a human being - not a machine - and not merely a business resource. The Human Resources Management Study combines several fields of science such as psychology , sociology , and others

Human resource management also involves the design and implementation of planning systems, employee organization, employee development, career management,

performance evaluation, employee compensation and good employment relations. Human Resource Management involves all management decisions and practices that directly affect its human resources.

The human element as labor in business activities has an important role because human position is a major factor in company activity. The achievement of company goals will depend on how employees can develop their capabilities both in managerial, human relations, and operational techniques. Therefore, it is natural that Human Resources Management gets serious attention from company leaders. This can be seen in the programs and policies related to human resource management, starting from the process of withdrawal, placement, maintenance, development to the aim of improving the reliability of human resources which is an important factor in the company.

From the description above, the writer is interested in researching in the form of a Thesis with the title: "**The Effect of Work Culture on the Performance of Civil Affairs in the Office of Cooperatives and UMKM in Kerinci Regency**".

II. RESEARCH METHOD

1. Definition of Administration

Understanding Administration is a business and activity relating to the implementation of policies to achieve goals. Understanding of administration is also divided into two, namely the understanding of administration in the narrow sense and understanding of administration in a broad sense. Administrative in the strict sense is an activity which includes notes, correspondence, light bookkeeping, typing, agenda, and so on which have the technical nature of administration. While the notion of administration is broad is the entire process of cooperation of two or more people in achieving their goals by utilizing certain facilities and infrastructure in an efficient and effective manner.

2. Human Resource Management (HRM)

Alignment in managing HR is the main factor in the success of an organization. Then what resources need to be developed so that organizational goals can be achieved properly.

The following are some definitions of Human Resource management (HRM) according to experts :

Human Resource Management according to Hasibuan (2003: 10), is the science and art of regulating the relationship and role of the workforce to be effective and

efficient in helping the realization of company, employee and community goals. Human Resource Management is a field of management that specializes in studying the relationships and roles of human management in corporate organizations .

3. Definition of Work Culture

Work Culture is a philosophy based on the view of life as values that become the nature, habits and also the driving force cultivated in a group and reflected in attitudes into behavior, ideals, opinions, views and actions that are manifested as work.

The most powerful forces affecting work culture are the beliefs and attitudes of employees. Work culture can be positive, but can also be negative. A positive work culture can increase productivity as work, while negative ones will hinder behavior, hamper the effectiveness of individuals and groups in the organization.

4. Benefits of Work Culture

Sutanto (2007: 78) argues that the culture of government organizations can be used as a power and can function as a binding chain in the process of equalizing the perceptions of members / employees of a problem, so that it will become a force in achieving organizational goals

5. Characteristics of Work Culture

Work culture is a philosophy that is based on the view of life as values that become the nature, habits and driving forces, entrenched in the life of a community or organization then reflected in attitudes to be behavior, beliefs, aspirations, opinions and actions manifested as " work "or work.

6. Work Culture Standards

According to Nawawi (2007: 66) there are 3 (three) criteria to meet the work standards of an organization which are as follows:

1. Discipline

Discipline is a process of constructive development for employees who are interested because work discipline is shown in the action rather than the person. Discipline is also a process of training employees so that employees can develop self-control and be more effective at work.

2. Work ethic

Work ethic is an attitude that arises out of one's own will and awareness based on a system of cultural values orientation towards work. Can be seen from the statement in

advance that the work ethic has a basis of cultural values , which of the cultural values that form the work ethic of each individual.

3. Consistent

Consistency is a very good attitude which of course you must develop. But it takes time to practice developing this attitude. You can't be fully consistent right away.

7. Purpose of Work Culture

According to Sinamo, (2008: 20) Work culture has the aim to change the attitudes and behavior of existing human resources in order to increase work productivity to face various challenges in the future.

Successful implementation of work culture programs can be seen among others from increased responsibility, increased discipline and compliance with norms / rules, established communication and harmonious relationships with all levels, increased participation and care, increased opportunities for problem solving and reduced levels of absenteeism and complaints .

8. Definition of Performance

There are several definitions of performance according to experts, among others

According to Rivai and Basri (2005: 89) Performance is the willingness of a person or group of people to do an activity and perfect it in accordance with the responsibilities with the results as expected.

III. RESULT

3.1 Definition of Variable Operations

1. Operational Variable is the process of changing words used in nominal definitions. (Muslih, 2013)
2. Operational Variable is the understanding of variables (expressed in the concept definition), operationally, in practice, in real terms, in real terms within the scope of the research object / object being studied. (Mahbubah, 2008)
3. *Operational Variables are boundary constraints that better explain the specific features that are more substantive than a concept . (Sugiyono, 2007)*
4. Operational variables are the process of determining the size of a variable, so not all research variables have to be arranged operational definitions . (Hasan Mustafa, 2011)
5. Operational variables are defining operational variables based on observed characteristics to make it

easier for researchers to make careful observations of an object of research. (Suharto, 2009)

6. Operational al Variable is a definition of variables that are formulated based on the characteristics of these variables that can be observed. (Tuckman, 2008)

3.2. The Influence of Work Culture (X) on the Performance of Civil Servants (Y) in the Cooperative and UMKM Office of Kerinci Regency.

3.2.1. Simple linear regression analysis

To determine the effect of work culture on the performance of civil servants in the Office of Cooperatives and SMEs in Kerinci Regency using statistical analysis techniques that have been determined previously. To find out the results of the analysis can be explained in the table below:

Table 3.1 Results of Analysis of Regression Equations of Influence

Work Culture (X) on the Performance of Civil Servants (Y)

Coefficients ^a					
Model	Unstandardized Coefficients		Standardize d Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	19177	6,953		2,850	.007
The performanc e	.410	.089	.900	12,409	.000

a. Dependent Variable: Culture

From table 3.1 above we get the regression equation:

$$Y = 19,817 + 0.410X$$

The coefficient of work culture on the performance of civil servants at the Kerinci Regency Cooperative and UMKM Office is positive. It means that the better the Work Culture, the Performance of Civil Servants in the Cooperative and UMKM Office of Kerinci Regency is increasing. The anta of 19,817 states that if there is no increase in the value of the Work Culture variable (X), the Performance of Civil Servants in the Office of Cooperatives and SMEs in Kerinci Regency is 19,817.

The value of $a = 19.817$ pales considered absent Culture Kerja (Work Culture = 0) then the Performance Civil Affairs Officer at the Office of Cooperatives and SMEs Kerinci at 19.817.

The value of $b = +0,410$ means that the positive sign means that an increase in performance, if the Work Culture is increased 100%, then the satisfaction of Civil Servants' Performance at the Kerinci Regency Cooperative and UMKM Office will increase by 41.0%.

3.2.2. Coefficient of Determination

To find out how big the Cultural Influence Work Performance Against Civil Affairs Officer at the Office of Cooperatives and SMEs Kerinci with the independent variable (*independent*) Work Culture (X) and the dependent variable (*dependent*) Performance Civil Affairs Officer At the Department of Cooperatives and SMEs Kerinci (Y), then it can be seen in the following table:

Table 3.2 Results of Analysis of Magnitude of Influence Work Culture (X) on the Performance of Civil Servants (Y)

Summary Model

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.900 ^a	.811	.805	3,131

a. Predictors: (Constant), Performance

From table 3.2 above, the *r square* value of 0.811 which means the Work Culture variable is able to explain the Performance of Civil Servants at the Office of Cooperatives and SMEs in Kerinci Regency by 81.1% while the rest of 18.9% (100% - 81.1%) is explained by factors other than those not examined by the researcher.

3.2.3. T test

This t-test is used to prove that there is a significant influence between Work Culture on the Performance of Civil Servants in the Cooperative and UMKM Offices of Kerinci Regency, it can be seen in the table below:

Table 3.3 Summary of Test Variables t Work Culture (X)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1917.7	6,953		2,850	.007
The performance	.410	.089	.900	12,409	.000

a. Dependent Variable: Culture

Based on table 3.3 above it is known that Work Culture has a significant effect on the Performance of Civil Servants in the Cooperative and UMKM Office of Kerinci Regency, this is evidenced by $t_{count} > t_{table}$ (12,409 > 1,688), with a significance level of $0.00 < 0.05$, where H_0 is rejected and H_a is accepted, it means that there is a significant influence between Work Culture on the Performance of Civil Servants in the Cooperative and UMKM Office of Kerinci Regency.

IV. CONCLUSION AND SUGGESTION

4.1 Conclusions

Based on the description above and the analysis of the previous chapters, the conclusions can be drawn as follows:

1. There is a significant influence between Work Culture on the Performance of Civil Servants in the Office of Cooperatives and SMEs in Kerinci Regency, namely if the work culture is increased or improved, the performance of employees also increases and the influence can be proven by $t_{count} > t_{table}$ 12,409 > 1,688.
2. The magnitude of the influence between the variable Work Culture on the Performance of Civil Servants in the Office of Cooperatives and SMEs in Kerinci Regency amounted to 81.1% while the remaining 18.9% was explained by other factors not examined by researchers.

4.2 Suggestions

From the description above, the writer gives some suggestions to the Office of Cooperatives and SMEs in Kerinci Regency, as follows :

1. In carrying out the duties of employees must maintain discipline so that in carrying out the duties of employees can be more organized and better based on existing regulations in the office, in order to realize the vision and mission of the Department of Cooperatives and SMEs Keri Regency .
2. Work commitments are further enhanced, so that employees are more responsible for the work given to them than employees who do not have work commitments, so this responsibility is more maximized so that good work is created at the Office of Cooperatives and SMEs in Kerinci Regency.
3. Habits of employee organizational behavior, more maximized so that awareness of the rights and obligations, freedom or authority of both personal and group within the scope of work can be better. The initiation initiative is further improved so that the power of thought, creativity in the form of a creative idea can be applied to an office, and the nature of the initiative should get the attention of superiors so that it can be a driving force for progress that will ultimately affect employee performance in a better direction.

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